

Transforming Conflict into Creativity (LS3)

A one-day learning module
Prerequisites: LS1 & LS2

The Transformational Leadership Skills Program:

Leaders make tomorrow different from today by conscious intention. Leadership happens throughout organizations, not just at the top. Everyone has a leadership horizon and everyone can increase it. How big your leadership horizon gets depends on the leadership skills you have and exercise. TLS is a program of sharing and learning with experts. It enhances your skills for engaging in leadership activities and producing leadership results. All training includes one hour of telephone coaching to get you launched after the course.

This Learning Module:

Transforming Conflict into Creativity (LS3)

People receive information through their own filters of perception and experience creating differences of interpretation, differently aligned priorities and alternative perceptions of reality. These differences often become disputes, which can gradually, or quickly, turn into conflict. Adversarial workplace dynamics may introduce angry passion. People become angry because they care. By refocusing from "what we are angry about" to "what do we care about" transformation happens. This training refocuses the "destructive energy of anger," into the "creative energy of caring" and generates new directions in relationship.

Do you need to:

- Lead warring factions into new directions?
- Make contentious meetings more productive?
- Discover unseen agendas, releasing the energy tied up in them?
- Liberate confidence and "esprit de corps"?
- Practise creativity to maximize productivity?

If the answer to any of the above is YES then you need *Transforming Conflict into Creativity*.

Transforming Conflict into Creativity is the third element in the TSL learning program. This module teaches an effective step by step process to release tension without dominating diverse points of view and redirecting the liberated energy into positive and productive activities.

Transforming Conflict into Creativity:

- Used for clarifying the origins of conflict;
- Helps to dissipate tension in the work place;
- Engages the participation of opposing groups;
- Articulates and focuses group purpose;
- Equips the team to harness creative energy; and
- Casts conflict in a positive light.

Who should participate in this learning?

Anyone who feels their own, or other people's energy drained by conflict. It is particularly valuable for managers who know hidden conflicts are affecting their staff productivity, but are unable to bring them into the open. Supervisors and managers who have to deal with the results of conflict and personnel who are preoccupied with, or immersed in, conflict will benefit.

Benefits:

- Releases tension in the work force;
- Welcomes and recognizes diverse view points;
- Deals with polarization, tension, diversity;
- Increase efficiency and effectiveness;
- Increases productivity exponentially
- Generates new growth opportunities

Third prerequisite for TSL program.

Cost:

\$495.00 +\$34.65 GST
total = \$529.65 [breaks and lunch included]

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Earlybird discount applies.